### UNITED STATES BANKRUPTCY COURT DISTRICT OF MINNESOTA

In re:

John W. and Carrie L. Zink,

Chapter 7

Debtor(s).

BK 04-31521 GFK

### SUPPLEMENT TO MOTION TO DISMISS CHAPTER 7 CASE

- The United States Trustee's motion to dismiss is set for hearing on September 20,
   at 3:00 p.m. before the United States Bankruptcy Court, Courtroom 228B, United States
   Courthouse, at 316 North Robert Street, in St. Paul, Minnesota.
- 2. The United States Trustee filed a motion to dismiss on June 18, 1004 pursuant to 11 U.S.C. § 707(a) and (b), after debtors failed to submit documentation requested in the U.S. Trustee's letter dated May 3, 2004.
- 3. The parties have exchanged correspondence to reach a resolution, but the U.S. Trustee does not have sufficient cause to withdraw his motion at this time.
- 4. Under cover letter dated June 30, 2004, counsel for the debtors forwarded pay stubs for the debtors. Att. Ex.  $1.\frac{1}{2}$ 
  - 5. In the cover letter, counsel makes the following points:
    - a. Parties were "between jobs" when they filed bankruptcy [March 15, 2004].
    - b. The May 15, 2004 pay stub for Mr. Zink was for "all of 2004".
    - c. Ms. Zink's net income was only \$1,772.91 through June 2004.

The U.S. Trustee redacted social security numbers from the pay stubs on the exhibits due to the fact that this supplement is subject to unlimited public access on the internet. To the extent there is an objection, the original copies may be made available to debtors upon request.

- 6. The United States Trustee responded by letter dated July 6, 2004, wherein he raised the following points (Att. Ex. 2):
  - a. The net income figure for Ms. Zink did not include the tips she earned, which brought her average net income to \$ 1,244.23 per month.
  - Mr. Zink's information was inconclusive because it could not be determined how long he worked at Mortgages Unlimited, Ltd.
- 7. By letter dated August 4, 2004, counsel for the debtor forwarded new pay stubs for Mr. Zink at American Alliance Mortgage, Inc. dated 7/16/04 and June 12, 2004 (Att. Ex. 3)and made the following points:
  - a. Mr. Zink's income at Mortgage Unlimited in the May 14, 2004 pay stubs was for four months (mid-January 2004), which statement contradicts earlier statements that the debtors were between jobs in March 2004 when the case was filed.<sup>2</sup>/
  - b. Mr. Zink's income at American Alliance Mortgage through July 16, 2004
    totaled \$ 10,883 over 3.3 months for the period ending July 10, 2004
    (approximately April 10, 2004), which timing contradicts the Mortgage
    Unlimited pay stub which shows he was working there at least through the pay period ended May 15, 2004.
  - Mr. Zink ceased working in the mortgage industry and was looking for new work.

2

The United States Trustee does not imply that any contradictions noted were intentional; the job switches during the case were confusing and their status, particularly Mr. Zink, changed at each U.S. Trustee inquiry.

- 8. After phone discussions, the United States Trustee sent a letter dated August 20, 2004, to request pay stubs for Mr. Zink for his new employment and the 2002 and 2003 tax returns of the debtors (Att. Ex. 4).
- 9. Under cover letter dated August 24, 2004, counsel provided copies of the tax returns, but did not provide any information regarding Mr. Zink's new employment, but refers to the new job as one to "improve their income." Att. Ex. 5.3/
- 10. The United States Trustee assumes that counsel is arguing that the income from the new job should not be considered under the future income test of 11 U.S.C. § 707(b). The United States Trustee disputes this argument, if this is so, on the basis that in this Circuit the prevailing test is the ability to pay out of future income. See In re Walton, 866 F.2d 981, 983-984 (8<sup>th</sup> Cir. 1989) (holding that the court looks to "the debtor's ability to pay his debts out of his **future** income"). [Emphasis added.].

Other courts have also held that ability to pay out of future income is appropriate, not the income on the date of the petition. See In re Mastromarino, 197 B.R. 171, 179-80 (Bankr. D. Me. 1996) (finding substantial abuse where unemployed debtor obtains employment after filing and can make payments under his new salary); Stewart v. U.S. Trustee (In re Stewart), 175 F.3d 796, 809-810 (10<sup>th</sup> Cir. 1999) (finding substantial abuse where debtor, a physician, was employed in a low-paying medical fellowship program at the time of the filing of the petition, but the court considered the debtor's potential to earn substantially more in the future upon completion of the fellowship); In re Piontek, 113 B.R. 17, 19-22 (Bankr. D. Or. 1990) (finding substantial abuse after considering postpetition changes in the debtors' income and expenses where one of the debtors changed her employment approximately five months after the filing of the petition); In re Laury-Norvell, 157 B.R.

The copies of the tax returns are not attached due the difficulty of redacting information, but may be made available at a hearing or upon request by the debtors.

14, 17 (Bankr. N.D. Ohio 1993) (finding no substantial abuse where court found that income listed in schedules as of date of filing was unlikely to continue postpetition).

Using the income going forward is appropriate as a matter of equities as well. The converse of the situation in this case is a debtor who was employed on the date of the petition, but lost his or her job post petition, failed to find replacement employment, or found employment at a lower rate. The decision of whether to look at the ability to pay test from the petition date (Schedule I and Schedule J) or from a prospective position favors a prospective view.

11. The United States Trustee is also concerned regarding the schedules in this case. The debtors' sworn Schedule I and Schedule J shows a deficit of \$873.33 (Schedule I \$3,162.67 - Schedule J \$4,036.00. The cause of the deficient appears to be that the debtors are paying approximately \$2,836.00 per month on the house and its maintenance (\$2,446.00 in monthly payments, \$250.00 in electricity, \$60 in sewer and water, \$50 maintenance, \$30 in water service, for a total cost of \$2,836.00 per month). The negative household budget suggests that the debtors are not seeking a fresh start in this bankruptcy case, or that the debtors have a source of income or loans not disclosed or apparent in the bankruptcy schedules. *See In re Veenhuis*, 143 B.R. 887 (Bankr. D. Minn. 1992)(Dreher, J.).

WHEREFORE, the United States Trustee files this supplement in support of his motion to dismiss under 11 U.S.C. § 707.

Dated: September 8, 2004 Respectfully submitted,

HABBO G. FOKKENA United States Trustee Region 12

By: /s/ Sarah J. Wencil
Sarah J. Wencil
Trial Attorney

United States Trustee's Office 1015 United States Courthouse 300 South Fourth Street Minneapolis, MN 55415 IA ATTY No. 14014 (612) 664-5500 (612) 664-5516

## GRANNIS & HAUGE BAIVED

LEGAL SERVICES TO INDIVIDUALS, BUSINESSES AND CITIES SINCE 1908

2004 JUL -1 A 9: 25

OFFICE OF THE UNITED STATES TRUSTS

WARD R. ANDERSON MICHAEL J. DWYER\* VANCE B. GRANNIS, JR. DAVID G. KELLER MICHAEL J. MAYER BARRY L. WITTENKELLER\*\* VIRGINIA A. DWYER WILLIAM L. BERNARD STEPHEN A. BAKER\*\*\* PATRICK L. COTTER JEFFREY D CAHILL PAUL H. HAUGE (of Counsel)

- \* Also admitted to practice in Wisconsin
- \*\* Also admitted to practice in Illinois
- \*\*\* Also admitted to practice in florida

Ms. Sara Wencil U.S. Trustee's Office 1015 United States Courthouse 300 South Fourth Street Minneapolis, MN 55415

Re:

John W. and Carrie L. Zink Bankruptcy Case No. 04-31521

Dear Ms. Wencil:

Pursuant to our discussion, I am enclosing pay stubs on behalf of our clients, John W. Zink and Carrie L. Zink. I had indicated to you that at the time of the bankruptcy, the parties did not have pay checks, were between jobs, or were not earning any income. I believe the pay stubs will bare that out. The pay stub for John Zink is from Mortgages Unlimited Inc., which shows that his income for all of 2004 through May 15, was \$4,368.06. Because he was behind on his insurance premiums, \$2,506.90 of that went to medical and dental insurance. As you can see, after typical withholding, he netted very little income from Mortgages Unlimited.

We also have two pay stubs for Carrie L. Zink, showing she works at a minimum pay scale and has had net income of only \$1,772.91 through June.

We hope this answers the concerns that we discussed. Our clients would appreciate verification of the dismissal of the motion at your earliest convenience.

Sincerely yours,

GRANNIS & HAUGE, P.A.

DGK/svk Enc.

c: John and Carrie Zink

CARRIE L	ZINK			JO	E SENSER'S			
	DIVISION	HIRE DATE	PERIOD BEGIN	26/2004				
	DEPARTMENT	02/18/2004 FED/ST. STATUS	05/0	09/2004				
		M1/M1 EARNINGS	05/	14/2004		TAXES AND	DEDUCTIONS	3
DESCRIPTION	RATE	HOURS	CURRENT	YEAR TO DATE	LOCATION AND JOB OVERRIDES	DESCRIPTION	CURRENT	YEAR TO DATE
REGULAR EARN REGULAR EARN OVERTIME EARN GROSS SALES TIPS (IN	ING 800 ING 515 NIN -M	ood 348	16145 2784 7988 221629 32762	182073 6041 2225927 248797	7033 7025	FEDERAL W/H OASDI MEDICARE STATE W/H MN TIPS (OUT) UNIFORMS	1699 3700 865 1197 32762	18076 27089 6335 11399 248797 3600
GROSS EARNI	NGS	5034	59679	436911		TOTAL DEDUCTIONS	40223	315296
						NET PAY	19456	121615

CAPRIF	LZINK			) JC	E SENSER'S			
EMPLOYEE	DIVISION		PERIOD BEGIN	07/2004				
COMPANY	BRANCH	HIRE DATE	PERIOD END					
CHECK NO.	DEPARTMENT	02/18/2004	06/	20/2004				
		M1/M1	06/	25/2004		TAXES AND	DEDUCTIONS	3
		EARNINGS		YEAR TO DATE	LOCATION AND JOB OVERRIDES	DESCRIPTION	CURRENT	YEAR TO DATE
REGULAR E REGULAR E OVERTIME GROSS SAL TIPS	ARNING 5 EARNING 5 EARNIN	Б НОURS 1500 23B2 1500 1457	12267 7504 133384 19022	257582 6041 2857268 339541	7033	FEDERAL W/H OASDI MEDICARE STATE W/H MN TIPS (OUT) UNIFORMS	2405 562 079 19022	22284 37397 8746 14305 339541 3600
GROSS E	ARNINGS	3839	38793	603164		TOTAL DEDUCTIONS  NET PAY	22068 16725	425873 177291

nver Gr				Status (Fed/State)  Married/Married	Fed-1/0/MN-1/0	
	ove Heights,	MN 55077		Pay Period: 05/01/2004 - 05/15/2004	Pay Date: 05/14/2004 423.92 1,49	4 78
Otv	Rate	Current	YTD Amounts	Net Pay	423.82	
_ uty	2,447.87	2,447.87	4,368.06			
		Current	YTD Amounts			
		-841.76	-2,104.40			
		-161.00	-402.50			
	_	-1,002.76	-2,506.90			
		Current				
		-118.00				
		-89.59				
		-20.96	-26.99			
		-56.00	-56.00			
	_	-284.55	-316.38			
		Current	YTD Amounts			
		-736.64				
			-50.00			
	Qty		2,447.87	Current   YTD Amounts	City         Rate         Current         YTD Amounts           -841.76         -2,104.40           -161.00         -402.50           -1,002.76         -2,506.90           Current         YTD Amounts           -118.00         -118.00           -89.59         -115.39           -20.96         -26.99           -56.00         -56.00           -284.55         -316.38           Current         YTD Amounts           -736.64         -50.00	City         Rate         Cutrent         Framounts           2,447.87         2,447.87         4,368.06           Current         YTD Amounts           -841.76         -2,104.40           -161.00         -402.50           -1,002.76         -2,506.90           Current         YTD Amounts           -118.00         -118.00           -89.59         -115.39           -20.96         -26.99           -56.00         -56.00           -284.55         -316.38           Current         YTD Amounts           -736.64         -50.00

10004 80th Circle N. Suite 150, Maple Grove, MN 55369



### U.S. Department of Justice

Office of the United States Trustee

Districts of Minnesota, North Dakota, South Dakota and Iowa

U.S. Courthouse Suite 1015 300 South Fourth Street Minneapolis, MN 55415

> Direct Dial: (612) 664-5504 Fax: (612) 664-5516 e:mail: Sarah.J. Wencil@usdoj.gov

July 6, 2004

David G. Keller FAX AND MAIL
Grappis & Hauge P A

John & Carrie L. Zink, Bankr. No. 04-31521

Grannis & Hauge, P.A. 200 Town Centre 1260 Yankee Doodle Rd. Eagan, MN 55121-2201

Dear Mr. Keller:

Re:

Thank you for forwarding the pay stubs. I do not have enough information from the pay stubs to make a final determination, particularly as to John Zink's pay stubs.

While you note that the net income for Carrie Zink is \$1,772.91 for 2004 through June 20, 2004, the net income figure includes a deduction of \$3395.41 for tips, which, I assume, was deducted because the tips were paid in cash by the customers, rather than through her employer pay. After that deduction is adjusted, her actual net income is \$5,168.32. June 20, 2004 appears to be the end of the 11<sup>th</sup> pay period of the year, but the pay stub of Ms. Zink provides that she did not commence her employment until February 18, 2004, which is approximately 9 pay periods from June 20, 2004. \$5,168.32 divided by 9=\$574.25 per pay period average x 26 pay periods = \$14,930.70 divided by 12 months = \$1,244.23 average net pay per month.

For John Zink, I cannot determine how long he has worked at this company, nor do I have any information showing that he is paid on anything other than a bi-monthly basis. Your letter states that this is his income for all of 2004, but in our earlier phone conversation, you stated that he switched mortgage companies in 2004. The overall appearance of the pay stub is that this is his second pay period, but that the first pay period was only a partial period (i.e. that is he started working only in the period prior to this stub). You have stated or implied that he is irregularly paid (e.g. only when he scores his commission), but I cannot make that conclusion on the basis of the one pay stub provided. Also, I have no information regarding his regular medical and dental withholdings and the amount of the advance that is being paid back. If his payment of \$ 1,002.76 to bring current his medical premiums is temporary, then it should decrease and increase his net once the premiums are paid.

As it looks with the one pay stub for Mr. Zink, if I treat the one pay stub as representative of his pay and as regular, the adjusted net could be interpreted to be: \$847.84 net + \$736.64 (pay back of advance, which is typically temporary) + 1002.76 (medical and dental temporary payments) = \$2,163.32 adjusted net

income. Estimating regular medical and dental payments of about \$ 200 per pay period, it would adjust the net to \$ 1,963.32 x 2 pay periods per month = approximately \$ 3,926.64 average net pay per month.

The debtors clearly have disposable income if these figures are correct. But, as noted before, I do not have enough documentation to conclude that the numbers are correct. The deficiencies in medical and dental would certainly be caused by irregular income (but, training or other start-up obligations would also cause a delay in a pay stub), so I do not discount your representations at all, I just do not have enough information regarding the representations to support withdrawing the motion to dismiss.

If you could provide more pay stubs for John Zink, for example all of the pay stubs received in June or a sequential series of pay stubs, his employment contract, etc., I can make a more accurate determination. If you disagree with the analysis for Ms. Zink, please feel free to provide additional, more current pay stubs for her as well.

Please note that I am out of the U.S. Trustee office from July 19, 2004 to July 30, 2004 (I am working in another office, so I will have access to e:mail during that period). Therefore, if you would like me to review the pay stubs prior to the hearing (and without having to file a response on your part), please provide the additional information soon.

Please call if you have a question or concern about this letter.

Sincerely,

HABBO FOKKENA UNITED STATES TRUSTEE

Sarah J. Wencil Trial Attorney

# GRANNIS & HAUGE P.A. RECEIVED

LEGAL SERVICES TO INDIVIDUALS, BUSINESSES AND CITIES SINCE 1908.

2004 AUG -5 A 9 21

OFFICE OF THE UNITED STATES TRUST

August 4, 2004

WARD R. ANDERSON
MICHAEL J. DWYER\*
VANCE B. GRANNIS, JR.
DAVID G. KELLER
MICHAEL J. MAYER
BARRY L. WITTENKELLER\*\*
VIRGINIA A. DWYER
WILLIAM L. BERNARD
STEPHEN A. BAKER\*\*\*
PATRICK L. COTTER
JEFFREY D CAHILL
PAUL H. HAUGE
(of Counsel)

- \* Also admitted to practice in Wisconsin
- \*\* Also admitted to practice in Illinois
- \*\*\* Also admitted to practice in Florida

Ms. Sarah J. Wencil United States Trustee's Office 1015 Unites States Courthouse 300 South Fourth St. Minneapolis, MN 55415

Re: John Wayne Zink and Carrie Lynn Zink

Bankruptcy Case No. 4-31521

Dear Ms. Wencil:

Enclosed please find our client's last two checks with American Alliance Mortgage, Inc. As you will recall in our client's Petition, he claimed gross income of \$3,750 a month based upon his estimate of what he could make in the mortgage lending business. It is our understanding that with Mortgage Unlimited, he made \$4,366 over a four month period, or \$1,091 per month, while with American Alliance Mortgage he made \$10,883 over 3.3 months, or \$3,298 gross per month. Both these numbers are well below the numbers used in his Petition and, if averaged out, result in a gross income of \$2,089 per month, or almost \$1,700 less than the Petition number. This does not take into consideration the amount of health insurance he had to pay catch-up on with Mortgage Unlimited. He has ceased working in the mortgage industry and is looking for new work.

In regard to Mrs. Zink, she started work at Joe Senser's as a waitress, and continues in that capacity. At the time of the Petition, she had just started or was about to start, and was estimating her pay. While her tips have somewhat raised her income above the estimated \$750 a month, a review of the paychecks that were sent to you will show that there was very little withholding in Mrs. Zink's paychecks, which will result in an obligation to the IRS and Department of Revenue. In any case, their combined income are well below the amount claimed in the Petition.

Ms. Sarah J. Wencil August 4, 2004 Page Two

We hope this resolves your concerns and addresses the issues in a proper manner, allowing for the case to proceed to discharge.

Please feel free to contact me with regard to any questions you may have.

Sincerely yours,

GRANNIS & HAUGE, P.A.

David G. Keller

DGK/svk

Enc.

c: John and Carrie Zink

NET PAY

2301.76

7237.24

AYROLLS BY PAYCHEX

0056 K999 0055

000503

07/29/2004 THU 19:11 FAX 6516311614 FOLD AND NEMOVE DUR BANKING	EARNINGS COMM	HOURS RATE	<b>AMOUNT</b> 2263.30	FULLI AND HEMOV
	TOTAL EARNINGS		2263.30	5891.08
PLOYER INFORMATION	FILING STATUS	TAX TYPE.	AMOUNT	YTD AMOUNT
RICAN ALLIANCE MORTGAGE INC 76 23RD AVE N MOUTH,MN 55447	M 02 M 02	SOC SEC MEDICARE FEDERAL MN	140.32 32.82 230.07 106.27	365.24 85.42 754.71 308.74
PERIOD 05/30/04 TO 06/12/04 CK DATE 06/18/04 CHECK # 11491				
	TOTAL WITHHOLD	INGS	509.48	1514.11
RSONALINFORMATION N W ZINK L BECKMAN CT ER GROVE HEIGHTS MN 55077	ADJUSTMENTS		AMOUNT	YTD AMOUNT

AYROLLS BY PAYCHEX					
0056 <b>K999</b> 0068	000503	NET PAY	1753,82	4376.97	*

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### U.S. Department of Justice

Office of the United States Trustee

Districts of Minnesota, North Dakota, South Dakota and Iowa

U.S. Courthouse Suite 1015 300 South Fourth Street Minneapolis, MN 55415

> Direct Dial: (612) 664-5504 Fax: (612) 664-5516 e:mail: Sarah.J.Wencil@usdoj.gov

August 20, 2004

David G. Keller Grannis & Hauge P.A. 200 Town Centre Professional Building 1260 Yankee Doodle Rd. Eagan, MN 55121-2201

Re: John Wayne and Carrie Lynn Zink, Bankr. No. 04-31521

Dear Mr. Keller:

This letter is to follow up our last conversation regarding the pending Section 707(b) motion.

As I understand it, Mr. Zink has switched jobs to a new company. Please provide his most recent pay stubs from his new employment and any employment contract regarding his employment prior to the hearing on September 20, 2004.

Also, provide the 2002 and 2003 state and federal tax returns for the debtors. These documents were originally requested, but you had requested that I look at pay stubs prior to submitting them, and I do not believe the documents were ever provided.

Please call if you have a question or concern about this letter.

Sincerely,

HABBO FOKKENA UNITED STATES TRUSTEE

Sarah J. 'Wencil Trial Attorney



LEGAL SERVICES TO INDIVIDUALS, BUSINESSES AND CITIES SINCE 1908.

2004 AUG 25 A 9: 39

OFFICE OF THE UNITED STATES TRUS

August 24, 2004

Ms. Sarah J. Wencil United States Trustee's Office 1015 Unites States Courthouse 300 South Fourth St. Minneapolis, MN 55415

Re: John Wayne Zink and Carrie Lynn Zink

Bankruptcy Case No. 4-31521

Dear Ms. Wencil:

WARD R. ANDERSON MICHAEL J. DWYER\* VANCE B. GRANNIS, JR. DAVID G. KELLER MICHAEL I. MAYER BARRY L. WITTENKELLER\*\* VIRGINIA A. DWYER WILLIAM L. BERNARD STEPHEN A. BAKER\*\*\* PATRICK L. COTTER JEFFREY D CAHILL PAUL H. HAUGE (of Counsel)

- \* Also admitted to practice in Wisconsin
- \*\* Also admitted to practice in Illinois
- \* \* \* Also admitted to practice in Florida

Pursuant to our last discussion, I have asked our clients to provide more current pay stubs in regard to John Zink's new job. It is our understanding that a debtor is allowed to attempt to improve their income, even after filing for bankruptcy. As you will recall, this case was filed on March 15, 2004, more than five months ago. Since that time, John Zink has changed jobs twice, trying to improve their financial situation so that they may actually keep their exempt property.

Pursuant to your most recent call I have reviewed our file, which includes the 2002 and 2003 income tax information. This information was provided to us by John Zink in May, 2004. We thought the information had been forwarded to your office. As you can see from the forms attached hereto, the combined income of John and Carrie Zink for 2002 was only \$32,802. Attached are W-2's indicating that in 2002, John Zink worked for Bryde, Inc. and Carrie worked for the Ground Round, Inc., in Burnsville, which has since closed. As a result, she obtained employment at Joe Senser's, of Eagan. In 2003, the Zinks made a gross income of \$64,054. During 2003, the Ground Round closed and Carrie Zink became more reliant upon Joe Senser's for her income. John Zink, lost his job with Bryde, Inc., where he earned only \$530 in 2003. He spent a short time with New Century Mortgage, as a mortgage broker, where he made \$1,357. He worked the majority of the year for Mortgages Unlimited, Inc. John also did some pizza delivery for Papa John's International.

Ms. Sarah J. Wencil August 24, 2004 Page Two

From pay stubs we sent you before, it is apparent that things did not progress well at Mortgage Unlimited, where Mr. Zink earned only \$4,366 over the first four months of 2004. This \$1,091 per month income was the cause that led to the filing of the bankruptcy. He did switch to American Alliance Mortgage, where he made \$10,883 over a 3.3 month period, or \$3,298 gross per month.

We believe it is clear that the Zinks filed a good faith petition for bankruptcy. We hope this additional information clarifies their financial information and will allow for the dismissal of the upcoming hearing now that the information has been provided, as requested.

Sincerely yours,

GRANNIS & HAUGE, P.A.

David G. Keller

DGK/svk Enc.

c: John and Carrie Zink

### UNITED STATES BANKRUPTCY COURT DISTRICT OF MINNESOTA

In re:

John W. and Carrie L. Zink,

Chapter 7

Debtor(s).

BK 04-31521 GFK

### CERTIFICATE OF MAILING

I, Terri Frazer, certify under penalty of perjury that I am an employee in the Office of the United States Trustee for the District of Minnesota and am a person of such age and discretion as to be competent to serve papers.

That on September 8, 2004, I served a copy of the Supplement to Motion to Dismiss Under 11 U.S.C. §707 in the above-referenced case by placing said copy in a postpaid envelope addressed to the person(s) hereinafter named, at the place and address stated below, which is the last known address, and by depositing said envelope and contents in the United States Mail at Minneapolis, Minnesota.

#### Addressee(s):

David Keller (fax and mail) Grannis & Hauge PA 1260 Yankee Doodle Road, Suite 200 Eagan, MN 55121

John and Carrie Zink 6411 Beckman Court Inver Grove Heights, MN 55077 Nauni Jo Manty Rider Bennett LLP 333 South Seventh Street, Suite 2000 Minneapolis, MN 55402

Terri Frazer